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Listing of claims:**RECEIVED
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1-27. (Canceled)

OCT 24 2008

1 28. (Previously Presented) A computer implemented method for ~~designing and planning~~
2 management of workforce evolution of a workforce of a business, wherein the workforce
3 comprises at least several employees, comprising the steps of:
4 (1) A) providing a system solution architecture comprising several layers separated by
5 databases and computational and execution functions,
6 whereas the system solution architecture includes implemented thereon an evolution network for
7 the workforce, said workforce evolution network comprising:
8 ~~identifying a portfolio of candidate workforce organizational topologies;~~
9 B) identifying an original workforce organizational (a) a workforce evolution topology
10 comprising (i) a set of at least two skill level/job groups comprising at least a first skill level/job
11 group and a second skill level/job group, and (ii) said topology specifying a set of links, wherein
12 each link is a viable path[[s]] between the first skill level/job group and the second skill level/job
13 group, the set of links comprising a new hire link, a resignation link, a retire link, a layoff link, a
14 fire link, a promotion link, a demotion link, a role shift link, a role shift with promotion link, and
15 a role shift with demotion link; from one node to another node in the workforce evolution
16 organizational topology;
17 (b) a present state of the workforce evolution network wherein the present state is
18 represented by a number of employees in each skill level/job group at a given specified time, the
19 present state being a vector;
20 (c) a set of time periods wherein each time period is a pair of time instances (t', t'') with
21 t' not exceeding t'';
22 (d) a set of workforce evolution rates wherein a workforce evolution rate is a numeric
23 value associated with a (link, time period) pair;
24 (e) a space of controlled evolution rates comprising one or more workforce evolution
25 rates for each pair of skill level/job group and a time period;

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26 (f) a cost function representing one or more numerical values associated with maintaining
27 the workforce evolution network in a particular state at a particular time;

28 (g) a penalty function representing one or more numerical values associated with
29 maintaining the workforce evolution network in a particular state at a particular time, wherein the
30 penalty function models lost revenue/profit due; and/or a value function; and/or a reward
31 function;

32 (2) in the workforce evolution network for the workforce comprising at least several
33 employees, adding or destroying one or more skill level/job groups or one or more links and
34 computing, via the system solution architecture, at least the cost of changing the workforce
35 evolution network topology by the adding or destroying one or more skill level/job groups or one
36 or more evolution links

37 ~~—— C) comparing said candidate topologies for suitability of employment against a mix of~~
38 ~~workforce topological internal and external constraints; and~~

39 ~~—— D) defining criteria for selection of at least one candidate topology for a specified mix of~~
40 ~~internal and external constraints, said criteria defining step comprising the steps of:~~

41 ~~—— 1) computing a cost as a function of candidate topologies; and~~

42 ~~—— 2) selecting an optimal topology by finding the topology which minimizes the cost~~
43 ~~among a space of topologies satisfying the constraints;~~

44 ~~—— E) characterizing the workforce evolution over time as a function of dynamic workforce~~
45 ~~events, dynamic workforce events including transitions within the workforce, arrivals to the~~
46 ~~workforce and departures from the workforce, said characterizing step comprising the steps of:~~

47 ~~—— 1) identifying one or more time periods of interest;~~

48 ~~—— 2) modeling with evolution rates data;~~

49 ~~—— 3) identifying a present state; and~~

50 ~~—— 4) computing an achievable state of the workforce;~~

51 ~~—— F) identifying feasibility of target states of the workforce, said feasibility identifying step~~
52 ~~comprising the steps of:~~

53 ~~—— 1) identifying one or more target states;~~

54 ~~—— 2) computing achievable states and checking whether the achievable states are one~~

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55 of the target states, and
56 ~~3) identifying a space of controlled evolution rates and computing elements of the~~
57 ~~space of controlled evolution rates, which after implementation would result in one of the target~~
58 ~~states, or identifying that no such element of the space of controlled evolution rates exists; and~~
59 ~~C) report generating;~~
60 the computer implemented method including steps implemented by an enterprise computing
61 system.